



NATIONAL GUARD BUREAU
1411 JEFFERSON DAVIS HIGHWAY
ARLINGTON VA 22202-3231

ARNG-HRH

16 NOV 2010

MEMORANDUM FOR The Military Personnel Management Officers of all States, Puerto Rico, the U.S. Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: Direct Appointment to Captain Pilot Program Implementation Guidance (ARNG-HRH Policy Memorandum # 10-072)

1. References:

- a. Message, Department of the Army (AHRC-OPD-A), 01 Nov 2010, 10-285, title: Direct Appointment to Captain Program.
- b. Memorandum HQDA, ASA (M&RA), SAMR, 4 Aug 2010, subject: Direct Commission to the Rank of Captain Five-Year Pilot Program Implementation Guidance.
- c. Memorandum, NGB-ARH, 7 Dec 2010, subject: Army National Guard (ARNG) Direct Commissioning Program for Basic Branches (NGB-ARH Memo # 04-038).
- d. NGR (AR) 600-100, Commissioned Officers – Federal Recognition and Related Personnel Actions, 15 Apr 94.

2. Background. In August 2010, the Assistant Secretary of the Army (Manpower and Reserve Affairs) signed a memorandum authorizing the implementation of the pilot program for the direct appointment to the rank of Captain. This pilot program allows the ARNG to access no more than 20 applicants in FY11 for assignment to the following specialties: Chemical, Engineer, Finance, Military Intelligence, FA 30 – Information Operations, FA 40 – Space Operations and FA51C – Acquisition. This pilot program is designed to fill critical shortages within the previously listed branches/functional areas with exceptionally qualified personnel from the civilian sector.

3. Purpose. The purpose of this memorandum is to provide implementing guidance which outlines the procedure for submitting applications for a direct appointment to captain under this pilot program.

4. Eligibility criteria.

- a. Applicants must meet the criteria as outlined within MILPER Message 10-284, paragraph 4 (attached).

ARNG-HRH

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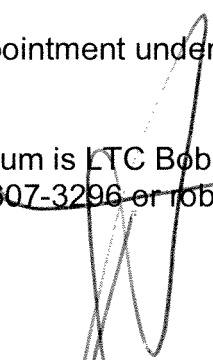
b. No waivers are authorized at the NGB level. Only 20 applicants across the ARNG are eligible to be commissioned through this program, therefore, it is unlikely that those requiring waivers will be favorably considered.

c. Current members of the ARNG are not eligible to apply for a direct appointment to captain in this pilot program. However, exceptionally qualified current members may be eligible to be nominated for a direct commission into a basic branch under the ARNG Direct Commission Program for Basic Branches Policy. See reference 1c.

5. Processing. All requests for direct appointment under this program will be sent to ngb-arh-o@ng.army.mil.

6. The point of contact for this memorandum is LTC Bob Langol, Chief, Officer Policy Branch, at DSN 327-3296 or Comm 703-607-3296 or robert.langol@ng.army.mil.

Encl



DENNIS P. CHAPMAN
COL, IN
Chief, Personal Policy Division

MILPER MESSAGE NUMBER

10-284

**PROPONENT
AHRC-OPD-A**

TITLE

DIRECT APPOINTMENT TO CAPTAIN PROGRAM

...ISSUED: [01 NOV 10]...

A. DEPARTMENT OF DEFENSE INSTRUCTION 1215.17, EDUCATIONAL REQUIREMENTS FOR APPOINTMENT OF RESERVE COMPONENT OFFICERS TO A GRADE ABOVE FIRST LIEUTENANT OR LIEUTENANT (JUNIOR GRADE), 12 SEPTEMBER 2002.

B. DEPARTMENT OF DEFENSE INSTRUCTION 1304.26, QUALIFICATION STANDARDS FOR ENLISTMENT, APPOINTMENT AND INDUCTION, 11 JULY 2007.

C. DEPARTMENT OF DEFENSE INSTRUCTION 1310.02, APPOINTING COMMISSIONED OFFICERS, 8 MAY 2007.

D. DEPARTMENT OF DEFENSE INSTRUCTION 1312.03, SERVICE CREDIT FOR COMMISSIONED OFFICERS, 6 OCTOBER 2006.

E. DEPARTMENT OF DEFENSE DIRECTIVE 1315.07, MILITARY PERSONNEL ASSIGNMENTS, 12 JANUARY 2005.

F. ARMY REGULATION 40-501, STANDARDS OF MEDICAL FITNESS, 14 DECEMBER 2007.

G. ARMY REGULATION 135-100, APPOINTMENT OF COMMISSIONED OFFICERS AND WARRANT OFFICERS OF THE ARMY, 1 SEPTEMBER 1994.

H. ARMY REGULATION 601-100, APPOINTMENT OF COMMISSIONED AND WARRANT OFFICERS IN THE REGULAR ARMY, 21 NOVEMBER 2006.

I. DEPARTMENT OF THE ARMY PAMPHLET 600-3, COMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT AND CAREER MANAGEMENT, 1 FEBRUARY 2010.

J. DEPARTMENT OF THE ARMY PAMPHLET 611-21, MILITARY OCCUPATIONAL CLASSIFICATION AND STRUCTURE, 22 JANUARY 2007.

K. NATIONAL GUARD REGULATION 600-100, COMMISSIONED OFFICERS - FEDERAL RECOGNITION AND RELATED PERSONNEL ACTIONS, 15 APRIL 1994.

L. MEMORANDUM HQDA, ASA (M&RA), SAMR, 4 AUGUST 2010, SUBJECT: DIRECT COMMISSION TO CAPTAIN FIVE YEAR PILOT PROGRAM IMPLEMENTATION GUIDANCE.

1. THIS MESSAGE IS EFFECTIVE UPON RELEASE AND WILL EXPIRE NLT 31 DECEMBER 2011.

2. PURPOSE: THE PURPOSE OF THIS MILPER MESSAGE IS TO PROVIDE IMPLEMENTING GUIDANCE TO ALL ARMY COMPONENTS AND ARMY COMMANDS REGARDING PROCESSES TO BE USED FOR THOSE NON MILITARY APPLICANTS (SEE PARA 5) APPLYING FOR A DIRECT COMMISSION AS A CAPTAIN IN SPECIFIC SHORTAGE BRANCHES OR FUNCTIONAL AREAS. THE GOAL OF THIS PROGRAM IS TO CONTRIBUTE TO MEETING THE OFFICER ACCESSION MISSION BY FILLING CRITICAL OFFICER SKILL SHORTAGES WITH NON-MILITARY APPLICANTS WHO POSSESS SPECIFIC SKILLS. THE APPOINTMENT WOULD BE BASED ON ACQUIRED CIVILIAN SKILLS/CERTIFICATIONS AND CIVILIAN EDUCATION WHICH RELATE DIRECTLY TO THE BRANCH OR FUNCTIONAL AREA IN WHICH THE APPLICANT WOULD BE APPOINTED. THIS PROGRAM IS INTENDED TO BE A FIVE YEAR PILOT AND WILL BE UPDATED VIA MILPER MESSAGES EACH FY THE PROGRAM IS IN EFFECT.

3. CRITICAL SHORTAGES AND SKILLS REQUIRED AS DEFINED BY THIS PROGRAM ARE (SUBJECT TO REVISION BASED ON CHANGES IN OFFICER STRENGTHS):

A. CHEMICAL: CHEMICAL ENGINEERING; NUCLEAR ENGINEERING; CHEMISTRY; BIOLOGY; PHYSICS; EMERGENCY MANAGEMENT; HOMELAND DEFENSE; INTERNATIONAL RELATIONS; DIPLOMACY; HAZMAT; HEALTH PHYSICS.

B. ENGINEER: MASTERS DEGREE IN ENGINEERING OR ABET (ACCREDITATION BOARD FOR ENGINEERING AND TECHNOLOGY) ACCREDITED BACCALAUREATE DEGREE WITH A PROFESSIONAL ENGINEER (PE) CERTIFICATION IN CIVIL ENGINEERING; ENVIRONMENTAL ENGINEERING; MECHANICAL ENGINEERING; ELECTRICAL ENGINEERING; STRUCTURAL ENGINEERING (SEE PARA 4A).

C. FINANCE: FINANCE; ACCOUNTING; ECONOMICS; MATHEMATICS OR BACCALAUREATE DEGREE AND CERTIFIED PUBLIC ACCOUNTANT OR CERTIFIED DEFENSE FINANCIAL MANAGER; MUST HAVE COMPLETED A MINIMUM OF SIX ACADEMIC SEMESTER HOURS IN ACCOUNTING OR FINANCE (SEE PARA 4A).

D. MILITARY INTELLIGENCE: INTERNATIONAL AFFAIRS; POLITICAL SCIENCE; NON-AMERICAN HISTORY; AREA STUDIES; COMPUTER AND INFORMATION SCIENCES; BUSINESS INTELLIGENCE; CRIMINAL JUSTICE. APPLICANTS FOR MILITARY INTELLIGENCE MUST HAVE ONE OF THE FOLLOWING: A SPECIAL BACKGROUND INVESTIGATION, SINGLE SCOPE BACKGROUND INVESTIGATION (SBI/SSBI), OR A PERIODIC REINVESTIGATION WITHIN THE LAST FIVE YEARS AND BE ELIGIBLE FOR A TOP SECRET CLEARANCE WITH SCI ACCESS PRIOR TO MAKING APPLICATION FOR THIS PROGRAM.

E. INFORMATION OPERATIONS: ADVERTISING; CULTURAL ANTHROPOLOGY; AREA STUDIES; BROADCASTING; MASS COMMUNICATIONS; CIVIL GOVERNANCE; PUBLIC DIPLOMACY; POLITICAL SCIENCE; NON-AMERICAN HISTORY; INTERNATIONAL RELATIONS; JOURNALISM; MARKETING; PSYCHOLOGY; PUBLIC ADMINISTRATION/MANAGEMENT.

F. SPACE OPERATIONS: SPACE OPERATIONS; SPACE SYSTEMS OPERATIONS; SPACE ENGINEERING; ASTRO-PHYSICS; ASTRO-DYNAMICS; GEOSPATIAL INFORMATION SERVICES; AERO-SPACE ENGINEERING.

G. ACQUISITION: BUSINESS; ENGINEERING; SCIENCE.

H. CIVIL AFFAIRS (USAR ONLY): MASTERS DEGREE MUST BE ASSOCIATED WITH THE FOLLOWING SKILLS: EMERGENCY / DISASTER MANAGEMENT OR PLANNING , ECONOMICS, FINANCE, BUSINESS, INTL BUSINESS, EDUCATION, EDUCATION ADMINISTRATION , ENGINEERING ANY DISCIPLINE, TRANSPORTATION , CRIMINOLOGY, FIRE SCIENCE, POLICE SCIENCE, CORRECTIONS MANAGEMENT, PUBLIC ADMIN , COMPUTER SCIENCE, COMMUNICATIONS MNGT, AGRICULTURE ANTHROPOLOGY, CULTURAL AFFAIRS, REGIONAL STUDIES, RELIGION, ANTHROPOLOGICAL GEOGRAPHY , FOREIGN LANGUAGE (CAT III/IV ONLY), LIBRARY SCIENCE, POLITICAL SCIENCE, HISTORY.

I. PSYCHOLOGICAL OPERATIONS (USAR ONLY): ADVERTISING; CULTURAL ANTHROPOLOGY; AREA STUDIES; BROADCASTING; MASS COMMUNICATIONS; CIVIL GOVERNANCE; PUBLIC DIPLOMACY; POLITICAL SCIENCE; NON-AMERICAN HISTORY; INTERNATIONAL RELATIONS; JOURNALISM; MARKETING; PSYCHOLOGY; PUBLIC ADMINISTRATION.

4. ELIGIBILITY:

A. MUST HAVE A MASTERS DEGREE OR HIGHER FROM AN ACREDITED INSTITUTION IN A FIELD CORRESPONDING TO THE BRANCH/SKILL FOR WHICH APPLYING (SEE PARA 3A -I).

B. MUST BE MEDICALLY QUALIFIED IAW AR 40-501 (STANDARDS OF MEDICAL FITNESS) CHAPTER 2.

C. APPLICATIONS FOR ANY BRANCH OR FUNCTIONAL AREA MUST BE ACCOMPANIED WITH JUSTIFICATION/QUALIFICATIONS.

D. MUST HAVE A SECURITY CLEARANCE OF SECRET OR HIGHER.

(1) APPLICANTS MUST BE AWARDED THE LEVEL OF CLEARANCE NECESSARY FOR APPOINTMENT IN THE APPLICABLE BRANCH/FUNCTIONAL AREA, MINIMUM SECRET CLEARANCE REQUIRED.

(2) APPLICANTS MAY SUBMIT PACKETS FOR CONSIDERATION WITH A FAVORABLE NATIONAL AGENCY CHECK (NAC), VALID APPLICATION FOR CLEARANCE, AND APPROVED INTERIM CLEARANCE. HOWEVER, BOARD REVIEW WOULD BE CONTINGENT UPON RECEIPT OF FINAL, APPROVED CLEARANCE REQUIRED FOR THE BRANCH/FUNCTIONAL AREA.

(3) NO APPOINTMENT OR FEDERAL RECOGNITION WILL BE GRANTED UNTIL THE REQUIRED CLEARANCE IS FINAL AND APPROVED.

E. MUST MEET HEIGHT & WEIGHT STANDARDS AS OUTLINED IN AR 600-9.

F. MUST COMPLETE THE ARMED SERVICES VOCATIONAL APTITUDE BATTERY (ASVAB) TEST WITH A SCORE OF 110 OR GREATER.

G. MUST NOT HAVE REACHED THIRTYFIFTH (35) BIRTH DATE BY THE DATE THE APPLICATION IS SUBMITTED TO HRC.

H. MUST BE A CITIZEN OF THE UNITED STATES.

I. MUST HAVE MINIMUM FIVE YEARS OF DOCUMENTED AND VERIFIABLE PROFESSIONAL WORK EXPERIENCE IN THE FIELD FOR WHICH APPLYING.

J. FOR FY 11, NO WAIVERS WILL BE CONSIDERED FOR THIS PILOT PROGRAM. APPLICANTS MUST MEET ALL APPLICABLE APPOINTMENT REQUIREMENTS WITHOUT WAIVER. THE AUTHORITY FOR EXCEPTIONS TO POLICY FOR THIS PROGRAM IS THE ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER AND RESERVE AFFAIRS.

5. INELIGIBILITY CRITERIA:

A. ANYONE WHO HAS PREVIOUSLY CONTRACTED WITH ANY MILITARY SERVICE SOURCE OF COMMISSION (FOR EXAMPLE: USAF ACADEMY, USN ACADEMY, US COAST GUARD ACADEMY, US MILITARY ACADEMY, ROTC, OCS, WOCS) AND DID NOT EARN A COMMISSION ARE NOT ELIGIBLE TO APPLY UNDER THIS PROGRAM.

B. MILITARY MEMBERS CURRENTLY SERVING IN ANY SERVICE OR COMPONENT ARE NOT ELIGIBLE TO APPLY UNDER THIS PROGRAM.

C. ANYONE NOT MEETING ALL CRITERIA LISTED IN PARA 4.

6. EACH APPLICATION PACKET MUST CONTAIN THE FOLLOWING DOCUMENTS:

A. APPLICATION FORM

(1) FOR ACTIVE COMPONENT (ACTIVE DUTY) APPLICANTS: DA FORM 160-R, APPLICATION FOR ACTIVE DUTY.

(2) FOR ACTIVE COMPONENT (ACTIVE DUTY) APPLICANTS: DA FORM 61, APPLICATION FOR APPOINTMENT.

(3) FOR USAR APPLICANTS: DA Form 61, APPLICATION FOR APPOINTMENT.

(4) FOR ARNG APPLICANTS: NGB FORM 62E, APPLICATION FOR FEDERAL RECOGNITION AS AN ARMY NATIONAL GUARD OFFICER OR WARRANT OFFICER AND APPOINTMENT AS A RESERVE COMMISSIONED OFFICER OR WARRANT OFFICER OF THE ARMY IN THE ARMY NATIONAL GUARD OF THE UNITED STATES.

B. CURRENT CHAPTER 2, AR 40-501 PHYSICAL. PHYSICAL MUST BE WITHIN LAST SIX (6) MONTHS.

C. VERIFICATION THAT A NON-REACTIVE HIV TEST HAS BEEN TAKEN WITHIN THE PAST SIX (6) MONTHS.

D. STATEMENT OF SECURITY CLEARANCE FROM A SECURITY MANAGER STATING CLEARANCE LEVEL, DATE FINAL CLEARANCE GRANTED, TYPE OF INVESTIGATION CONDUCTED, AND DATE BACKGROUND INVESTIGATION COMPLETED OR CONFIRMATION OF CLEARANCE INITIATION OR COMPLETED NAC/DNACJ. THIS STATEMENT IS SEPARATE FROM THE SF 86. VERIFICATION OF CLEARANCE MUST BE WITHIN TWELVE (12) MONTHS FROM SUBMISSION OF APPLICATION TO HRC. APPLICANTS FOR MILITARY INTELLIGENCE OR SPACE OPERATIONS MUST BE ELIGIBLE TO RECEIVE AND MAINTAIN A TS/SCI SECURITY CLEARANCE.

E. OFFICIAL COPY OF ALL DD FORMS 214 OR NGB FORMS 22 IF APPLICABLE.

F. STATEMENT DATED WITHIN SIX (6) MONTHS OF APPLICATION, STATING THAT APPLICANT IS IN COMPLIANCE WITH HEIGHT & WEIGHT STANDARDS OUTLINED IN AR 600-9. THIS STATEMENT IS SEPARATE FROM PHYSICAL FORMS. (APPLICANTS EXCEEDING HEIGHT/WEIGHT STANDARDS OF AR 600-9 ARE NOT ELIGIBLE).

G. COPIES OF ALL DEGREES AND TRANSCRIPTS INDICATING COLLEGE/UNIVERSITY, STATE, MAJOR, DEGREE CONFERRED, AND YEAR GRADUATED INCLUDING UNDERGRADUATE TRANSCRIPTS AND DETAILED DOCUMENTATION OF ANY CERTIFICATIONS.

H. FOR APPLICATIONS INTO THE USAR OR ARNG, LETTER OF ACCEPTANCE FROM RESERVE COMPONENT UNIT VERIFYING A VALID VACANCY IN A FEDERALLY-RECOGNIZED UNIT AND SPECIFYING THE BRANCH/FUNCTIONAL AREA REQUIRED FOR THE POSITION IN WHICH THE APPLICANT WOULD BE APPOINTED.

I. A MINIMUM OF THREE LETTERS OF RECOMMENDATION AND THREE PERFORMANCE EVALUATIONS OR SUITABLE EQUIVALENT FROM CURRENT/PREVIOUS SUPERVISORS THAT DIRECTLY SUPPORT/VALIDATE THE FIVE YEARS OF PROFESSIONAL EXPERIENCE. LETTERS MUST INCLUDE THE LEVELS OF RESPONSIBILITY AND RESOURCES MANAGED IN THE APPLICANT'S POSITION(S) CARRIED THE FIELD RELATED TO THE BRANCH/AOC REQUESTED.

J. PERSONAL BIOGRAPHY.

K. FULL LENGTH FRONTAL PHOTOGRAPH IN BUSINESS ATTIRE (B&W OR COLOR).

L. EACH APPLICATION PACKET MUST INCLUDE CONTACT INFORMATION FOR THE APPLICANT AND RECRUITER. THIS CONTACT INFORMATION MUST INCLUDE AT A MINIMUM TELEPHONE NUMBERS, E-MAIL ADDRESSES.

7. RESPONSIBILITIES:

A. DEPUTY CHIEF OF STAFF, G-1 (DCS, G-1):

(1) DIRECTOR OF MILITARY PERSONNEL MANAGEMENT (DMPM) WILL PROVIDE POLICY OVERSIGHT FOR THE PROGRAM AND REPORT PROGRESS TO DCS, G-1 QUARTERLY.

(2) DMPM IS RESPONSIBLE FOR PUBLISHING POLICY AND COORDINATING UPDATES TO APPLICABLE REGULATIONS DURING PILOT PHASE.

B. COMMANDER, USAREC

(1) THE TABLE BELOW PROVIDES THE GUIDANCE FOR THE ARMY DIRECT COMMISSION (DC) RECRUITING CEILINGS FOR FISCAL YEARS 11-13 FOR ARMY RESERVES AND ACTIVE ARMY. FOR ARNG RECRUITING CEILINGS, SEE PARA 7D. DIRECT COMMISSIONS TO CPT WILL NOT BE CREDITED AGAINST AN ENLISTED MISSION. ONCE TARGETS ARE MET, A TWO FOR ONE CREDIT FOR EACH DC TO CPT COMMISSIONED CAN BE AWARDED TO THE RECRUITER. TARGETS ARE MET WHEN THE APPLICATION IS ACCEPTED BY HRC FOR BOARDING.

DC TO CPT	FY 11 CEILING	FY 12 CEILING	FY 13 CEILING
ARMY RESERVE	20	15	15
ACTIVE ARMY	20	15	15

(2) SUBMIT A QUARTERLY REPORT OF OFFICERS RECRUITED UNDER THIS PROGRAM IAW PARAGRAPH 8, BELOW.

(3) SUBMIT APPLICATION PACKETS TO HRC FOR VALIDATION AND BOARDING. (SEE PARA 7D BELOW FOR SPECIFIC HANDLING OF ANY ARNG APPLICATIONS.) THE HRC ADDRESS IS AT PARA 10A.

C. RETENTION AND TRANSITION DIVISION, USARC-RTD:

(1) DIRECT COMMISSIONS TO CPT WILL NOT BE CREDITED AGAINST AN ENLISTED MISSION, BUT DC TO CPT WILL BE COUNTED AS A TWO FOR ONE CREDIT AGAINST OCS ACCESSIONS MISSION.

(2) SUBMIT A QUARTERLY REPORT OF OFFICERS COMMISSIONED UNDER THIS PROGRAM IAW PARAGRAPH 9 BELOW.

(3) SUBMIT APPLICATIONS TO HRC FOR VALIDATION AND BOARDING. THE HRC ADDRESS IS AT PARA 10A.

D. ARMY NATIONAL GUARD:

(1) THE TABLE BELOW PROVIDES THE GUIDANCE FOR THE ARMY DIRECT COMMISSION (DC) RECRUITING CEILINGS FOR FISCAL YEARS 11-13 FOR ARNG. .

DC TO CPT	FY 11 CEILING	FY 12 CEILING	FY 13 CEILING
ARMY NATIONAL GUARD	20	15	15

(2) DIRECT COMMISSIONS TO CPT WILL NOT BE CREDITED AGAINST AN ENLISTED MISSION, BUT DC TO CPT WILL BE COUNTED AS A TWO FOR ONE CREDIT AGAINST OCS ACCESSIONS MISSION.

(3) SUBMIT A QUARTERLY REPORT OF OFFICERS COMMISSIONED UNDER THIS PROGRAM IAW PARAGRAPH 9, BELOW.

(4) STATES AND TERRITORIES WILL SUBMIT REQUESTS THROUGH THE PERSONNEL POLICY DIVISION (ARNG-HRH-O). THIS OFFICE WILL SERVE AS THE ARNG INTERIM REVIEW AND APPROVAL AUTHORITY FOR ALL ARNG APPLICATIONS.

(5) ARMY NATIONAL GUARD PERSONNEL POLICY DIVISION (ARNG-HRH), ON BEHALF OF DIRECTOR, ARMY NATIONAL GUARD (DARNG), WILL SUBMIT APPLICATIONS TO HRC FOR

VALIDATION AND BOARDING (SEE PARA 10A). ONLY RECOMMENDATIONS SUPPORTED BY DIRECTOR, ARMY NATIONAL GUARD (DARNG) WILL BE FORWARDED TO HRC. DARNG MAY DISAPPROVE REQUESTS AT ARNG LEVEL. THIS AUTHORITY MAY BE FURTHER DELEGATED AS NECESSARY.

(6) UPON RETURN OF APPLICATIONS APPROVED BY THE HRC DC BOARD, COORDINATE APPOINTMENTS AT THE STATE LEVEL AND INITIATE FEDERAL RECOGNITION OF THE STATE APPOINTMENT.

E. COMMANDER, HUMAN RESOURCES COMMAND (HRC):

(1) SCREEN ALL APPLICATION PACKETS RECEIVED FOR COMPLETENESS AND ELIGIBILITY.

(2) CONDUCT A DIRECT COMMISSIONING BOARD TO REVIEW AND MAKE RECOMMENDATIONS FOR APPROVAL OR DISAPPROVAL BASED ON APPLICANT CREDENTIALS AGAINST ARMY REQUIREMENTS AND STANDARDS SET FOR EACH CRITICAL SKILL.

(3) NOTIFY USAREC/USARC/ARNG OF THOSE NOT SELECTED AND THOSE SELECTED.

(4) COMPLETE APPOINTMENT PROCESS.

(5) APPLICANTS APPROVED FOR ACTIVE COMPONENT WILL INITIALLY BE APPOINTED USAR WITH CONCURRENT THREE YEAR ADOS TOUR. THOSE ACCESSED ACTIVE COMPONENT WILL BE CONSIDERED FOR VOLUNTARY REGULAR ARMY INTEGRATION AFTER COMPLETING NOT LESS THAN 30 MONTHS OF THE ADOS TOUR. THOSE NOT INTEGRATED RA WILL BE RELEASED FROM ACTIVE DUTY (REFRAD) AT THE END OF THEIR ADOS TOUR.

(6) APPLICANTS APPROVED FOR DUTY WITH A USAR UNIT WILL BE APPOINTED USAR AND ISSUED UNIT ASSIGNMENT ORDERS TO THEIR TROOP PROGRAM UNIT.

(7) APPLICANTS APPROVED FOR DUTY WITH THE ARNG: PACKETS WILL BE RETURNED TO PERSONNEL POLICY DIVISION (ARNG-HRH) WHO WILL COORDINATE APPOINTMENTS AT THE STATE LEVEL.

8. INDIVIDUALS SELECTED FOR APPOINTMENT UNDER THIS PROGRAM MUST BE EXCEPTIONALLY QUALIFIED. THE CEILINGS LISTED IN PARAGRAPHS 7B AND 7D ARE THE MAXIMUM NUMBER OF APPLICANTS THAT MAY BE ACCESSED UNDER THE PROVISIONS OF THIS PROGRAM, NOT THE MINIMUM NUMBER TO BE RECRUITED. ONLY APPLICANTS WHO DEMONSTRATE THE POTENTIAL TO IMMEDIATELY EXCEL AS A CAPTAIN SHOULD BE CONSIDERED FOR THIS PROGRAM. BECAUSE THE STANDARDS OF THIS PROGRAM ARE SO STRINGENT, THE ARMY ACCEPTS THAT ALLOCATIONS FOR THIS PROGRAM MAY GO UNUSED.

9. HRC REPORTING REQUIREMENTS (ALL REPORTS WILL BE SEMI-ANNUAL AND IN EXCEL FORMAT):

A. REPORTS WILL CONSIST OF THE FOLLOWING:

(1) NAME

(2) SSN

(3) BRANCH/AOC APPLIED FOR

(4) HIGHEST DEGREE HELD.

(5) REASON FOR DISAPPROVAL IF APPLICABLE

(6) PROFESSIONAL QUALIFICATIONS

(7) PRIOR MILITARY EXPERIENCE IF ANY

(8) ENTRY AGE

(9) REPORT WILL INDICATE ACTIVE DUTY, USAR (TPU), OR ARNG

B. REPORTS WILL BE SUBMITTED TO ACCESSIONS, DMPM, DCS, G-1, ATTN: DAPE-MPO

10. APPLICATION MAILING ADDRESS AND POCs:

A. ALL APPLICATIONS WILL BE MAILED TO:

U.S. Army Human Resources Command
ATTN: Reserve Appointments and Accessions Branch
AHRC-OPD-A (DC)
1600 Spearhead Division Avenue, Dept: 240
Fort Knox, Kentucky 40122-5204

B. POCs:

(1) HRC: MR. JON FINKE, CHIEF, RESERVE APPOINTMENTS AND ACCESSIONS BRANCH, OPMD,
HRC; COM: 502-613-6350, DSN 983-6350; JON.FINKE@US.ARMY.MIL

(2) USARC: MAJ RALPH JAY LEDBETTER, ARMY RESERVE G-1, ACCESSIONS DIVISION,
OFFICER IMT TEAM CHIEF, COM: 404-464-9508; DSN: 367-9508;
RALPH.LEDBETTER@USAR.ARMY.MIL

(3) ARNG: LTC BOB LANGOL, OFFICER POLICY BRANCH CHIEF, PERSONNEL POLICY DIVISION
(ARNG-HRH-O), COMM 703-607-3296, DSN 327-3296; ROBERT.LANGOL@US.ARMY.MIL.
